



COMPASS
COMMUNITY HEALTH

POSITION DESCRIPTION

POSITION TITLE: Registered Nurse Extended Class (RN-EC)

RESPONSIBLE TO: Chief Operating Officer

GENERAL ACCOUNTABILITIES:

The Registered Nurse Extended Class serves as a champion of the Vision and Mission and promotes an environment that is consistent to the Health Centre's Statement of Values and Principles. The Registered Nurse Extended Class is an essential member of the client-centred health professional Team. The Registered Nurse Extended Class will work with the other members of the Health Centre's teams to effectively and efficiently serve Health Centre clients through traditional, non- traditional and innovative approaches to service delivery within the broad determinants of health framework.

SUMMARY OF FUNCTIONS:

Together with other community health centre providers and health promotion staff this position works within the context of the Health Centre's mission and strategic directions to ensure that client primary care health needs and client satisfaction are met in the most efficient ways. The RN-EC's approach to client care is holistic and innovative and utilizes current therapeutic techniques within the determinants of health framework. This position works within an interdisciplinary team-based model in terms of both the clinical practice and program planning aspects of its responsibilities. A systems perspective and attention to continuous quality improvement are essential to the success of this position.

The RN-EC will practice within the scope set out by the Standards of Practice for Registered Nurses in the Extended Class Primary Care Nurse Practitioner current guidelines defined by the College of Nurses of Ontario. Specific functional areas of responsibility include (but are not necessarily limited to) health assessment and diagnosis, therapeutics (including pharmacological, complementary and counseling interventions), role and responsibility, health promotion and disease prevention, family health and community development and planning, both independently and in collaboration with the client and other Health Centre staff. The RN-EC offers the full scope of primary health care nurse practitioner practice and consults with physicians or other health care professionals when the client's condition requires care beyond the RN-EC's scope of practice.

The incumbent is responsible and accountable for meeting and maintaining the standards of practice as prescribed in all legislation and regulations that apply to the position.

SPECIFIC ACCOUNTABILITIES:

HEALTH ASSESSMENT AND DIAGNOSIS

1. Provides ongoing comprehensive primary health care to clients of all ages within the scope of the RN-EC, including assessments, diagnoses, counseling, screening, referral, education, treatment and follow-up.
2. Spends adequate time with the client to determine the presence of existing and potential health problems, with a major focus on lifestyle, psychological, socio-cultural and environmental risk factors that may influence the client's health status. The RN-EC deals with these personally or by referral to, or in consultation with other services providers and programs in the community.
3. Supports clients and their families to take increased responsibility for their health by involving them in risk factor and health problem identification, goal setting and the choice of interventions for disease treatment, prevention and health promotion.
4. Ensures appropriate, comprehensive treatment and continuity of care through maintaining complete, accurate and timely records.
5. Sees clients during regular and extended hours at the Health Centre on both a scheduled and urgent basis and also in the community through outreach and home visits.
6. Participates in primary health care program and service delivery within the broader community context in partnership with other institutions and agencies as may be required from time to time.

THERAPEUTICS

1. Determines the need for orders and interprets screening and diagnostic laboratory tests, chest and limb x-rays and diagnostic ultrasounds.
2. Initiates and manages the care of clients and/or monitors the ongoing therapy of clients with chronic stable illness by providing pharmacological, complementary and counseling interventions within the scope of practice.
3. Prescribes designated drugs.
4. Determines the need for, and may suture tissue in and above the fascia.

HEALTH PROMOTION AND DISEASE PREVENTION:

1. Implements strategies to promote health and prevent disease in individuals, families and groups.
2. Initiates or participates in implementation of new methods of client assessment and therapeutic techniques.

FAMILY HEALTH:

1. Counsels individuals and families on health-related lifestyle issues.
2. Uses Family assessment tools to evaluate family strengths and needs, reinforcing family strengths and identifying broader implications for health within the family.

COMMUNITY DEVELOPMENT AND PLANNING:

1. Synthesizes information from individual clients to identify broader implications for health within the family and the community.

2. Promotes awareness of the Health Centre's programs and participation by the community.
3. Participates in program development, delivery and evaluation within the broader community context in partnership with other institutions and agencies as may be required from time to time.

TEAM AND HEALTH HEALTH CENTRE RESPONSIBILITIES:

1. Promotes and participates in an interdisciplinary team model. Collaborates with providers and clients for management of care and referrals.
2. Provides consultation services to community groups, agencies and Health Centre staff.
3. Participates in the development and evaluation of policies, protocols and procedures to improve client care and to promote co-operative and efficient staff functioning.
4. Initiates, participates or leads practice management rounds, case conferences or in-services to ensure interdisciplinary review and discussion of complex cases.

EDUCATION, RESEARCH, and PROFESSIONAL DEVELOPMENT:

1. Initiates appropriate liaison with educational and other institutions to promote the availability of the Health Centre as a learning site for undergraduate and graduate students of nursing, including those seeking Extended Class license and participates in the training of other health professional students.
2. Creates an annual plan for accommodating, supervising and evaluating a specified number of students.
3. Creates an annual workplan, which may include attendance at conferences, workshops, and presentation of papers or other programs.
4. Participates in nursing/interdisciplinary research with colleagues internal and external to the Health Centre as appropriate.
5. Maintains current all licenses, certificates, standards and memberships as may relate to the ability to practice.
6. Ensures that all manuals, policies, and procedures relative to nursing clinical practice are current and complete, through review on an annual basis.
7. Participates in Health Centre and Board committees, work groups and projects as may be required.

SPECIFIC TARGETS:

The average appointment length will be 30 minutes with the exception of those where an interpreter is engaged or when examinations and procedures require more time. All RN-EC's will have a target of 10 client appointments per 7.5-hour workday.

QUALIFICATIONS:

1. Current and Valid registration in the *Extended Class* with the *College of Nurses of Ontario*
2. Thorough familiarity with therapeutic methods and practices based upon a health promotion/disease prevention model
3. Nursing experience working with the Health Centre's priority populations on an individual, group or community level
4. Demonstrated computer literacy
5. Member of RNAO with professional liability insurance

6. Undergraduate degree from a recognized university or combination of nursing diploma and additional relevant courses/training.

I understand the requirements, essential functions and duties of the position.

Employee Signature

Date: _____

Revised: September 2019